

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

ROCKY MOUNTAIN PLANNED PARENTHOOD,
INC. D/B/A PPRM

Employer

and

Case 27-RC-205940

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 105

Petitioner

ORDER

The Employer's Request for Review of the Regional Director's Decision and Direction of Election is granted as to whether the Regional Director's finding that the petitioned-for unit is appropriate is consistent with Board precedent concerning petitioned-for multi-facility units. In all other respects, the request for review is denied.

MARVIN E. KAPLAN, MEMBER

WILLIAM J. EMANUEL, MEMBER

Dated, Washington, D.C., April 16, 2018.

Member McFerran, dissenting.

I would deny review in all respects. Multi-facility employers are frequently complex and sprawling entities, for which no one factor will neatly delineate an appropriate unit. In this case, the Regional Director found appropriate a unit comprising the Employer's northern- and central-Colorado facilities by taking into account varied geographic, administrative, and workplace factors. That unit consists of a reasonably, if not perfectly, distinct grouping of employees and is one that affords the included employees a meaningful opportunity for collective bargaining. By contrast, the Employer's sole proposed unit here was employer-wide and included its Las Vegas, Nevada facilities, which are over 700 miles distant from the Denver metropolitan area that is at the core of the directed unit. In many, if not most, instances, such daunting geographic barriers could be prohibitive to employees' right to choose and engage in collective bargaining. Despite the Employer's failure to posit other alternatives, the Regional Director made an independent unit determination that gave geographic proximity the weight it deserved alongside the other relevant factors for multi-facility unit determinations.

LAUREN McFERRAN, MEMBER